



SWORN EMPLOYEES FRINGE BENEFITS - 2020

HEALTH INSURANCE:

Eligible employees have a choice between a low-deductible plan or a high-deductible plan offered by Dean Health Plan. Effective date is the first of the month following thirty (30) days of employment.

Enrollment in the high-deductible plan may make employee eligible for a County contribution to a health savings account. Contributions are calculated and made on a quarterly basis.

DENTAL INSURANCE:

Jefferson County is self-funded for Dental Insurance coverage and offers it to eligible employees at **no cost**. Effective date for coverage is the same as Health Insurance: the first of the month following thirty (30) days of employment.

WISCONSIN RETIREMENT SYSTEM (EMPLOYEE TRUST FUNDS)

Jefferson County contributes 11.65% of earnings to the Retirement Fund as a fringe benefit, in addition to a .17% contribution for Duty Disability. Employee contribution is 6.75% of earnings.

LIFE INSURANCE

Administrator: Department of Employee Trust Funds; Underwriter: Securian Life Insurance Co. Elected coverage effective date is the first of the month following thirty (30) days of employment. Insurance value equal to earnings paid during the previous calendar year, rounded to the next higher thousand dollars. (**MAXIMUM COVERAGE ELECTION: 3 TIMES ANNUAL SALARY**). Also available: Spouse/ Dependent life insurance coverage.

SICK:

One (1) day per month, up to 120 days (960 hours). An additional ½ day per month, up to a maximum of 1200 hours.

VACATION:

Vacation earned 1/1/20 through 12/31/20 available for use 01/01/21

10 days after 1 Year
15 days after 6 Years
20 days after 13 Years
25 days after 19 Years

Pro-rated in years that hit the milestone, including first year receiving vacation. (*Refer to Personnel Ord. HR 0690 for additional details*)

HOLIDAYS:

In lieu of establishing fixed holidays, employees shall be granted ten (10) days off at a time mutually agreed upon by the Sheriff and the employee. Pro-rated for part-time employees working half-time or more.

COUNTY OFFERS:

- Health Savings Account
- Deferred Compensation Programs – Nationwide and Wisconsin Deferred Comp
- Section 125 Flex Spending Plan – Limited, Medical and/or Dependent Care
- Universal Life Insurance Program
- Long-Term Disability
- Vision Insurance
- City-County Credit Union Deductions
- Employee Assistance Program